

Committee Minutes

Minutes of	Management Committee Meeting
Date	Monday 31 st March 2025
Held	at NGHHA offices at 200 Crown Street, Glasgow, G5 9AY at 6.30pm

Present	Jean Miller (Chair), Przemek Pikula, Liz Peden, Aaron Reilly, Raymond Shannon, Andrew Donat, Cal Duffy, Iain McCreaddie, Kirsten Adams-Mackenzie, Pauline McKeever and Catherine Docherty (co-optee)
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In Attendance	Fraser Stewart, Director Chris Rothnie, Head of Governance & Communications Gregor Colville, Head of Housing Services Lindsey Dinnen, HR Manager (part) Amanda Irwin, Finance Manager (part) Chris Mooney, Capita (presentation – part) Jennifer Crocock, Office Manager
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1. APOLOGIES

Apologies were submitted by Linda Malone, Shahila Mandaniya and Maureen McEnroe (special leave).

2. PREVIOUS MINUTES

i) Management Committee	03.02.25
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Proposed by	:	Aaron Reilly
Seconded by	:	Raymond Shannon

For Ratification:

i) Group Audit Sub-Committee	02.09.24
ii) Group Audit Sub-Committee	07.10.24
iii) Property Services Sub-Committee	19.11.24
iv) Finance Sub-Committee	09.12.24
v) NGPM (attached)	09.12.24

3. DECLARATIONS OF INTEREST

None.

4. MATTERS ARISING SUMMARY

Committed noted the content of the previously distributed report.

Fraser highlighted the following:

i) Parking Restrictions Consultation

GCC meeting has been arranged for Tuesday 1st April to discuss the parking issue.

Mhairi Hunter has now been re-elected as a local councillor and will be briefed on this issue.

ii) Proposed Sale of Adelphi Centre

There has been no further progress since report was issued.

iii) Potential Purchase of 10 Commercial Court

We are in receipt of keys to carry out drainage and asbestos surveys.

iv) Blue Light Card

The HR Manager will provide an update under Agenda Item 7i.

5. DATA ANALYSIS PROJECT (presentation by Chris Mooney of Capita)

Chris Mooney (Capita) presented his draft analysis of current trends and patterns in the Gorbals area, focussing on poverty related data. Chris M explored the data used by the Community Planning Partnership (CPP) for the Gorbals and challenged the methodology they used.

The presentation highlighted that despite the CPP removing Greater Gorbals from the 'Thriving Places' programme, and the associated critical funding, New Gorbals Housing Association tenants continue to be amongst the poorest in Glasgow and may be at risk due to the potential limitations in funding and investment following the CPP decision.

Committee members raised concerns and asked questions over the analysis findings throughout the presentation.

After a lengthy discussion took place, it was agreed to proceed on the following basis:

- to challenge GCC methodology on Thriving Places criteria
- obtain data on how not having a local secondary school may impact the education attainment figures for local young people.

- obtain education pathway figures from P7 kids in area v secondary attainment.
- obtain poverty figures from other mixed tenure areas for comparison.
- drill down figures to exclude owners' data.
- develop a strategy for how the data will be used.

It was agreed that the Director will arrange for a separate meeting to discuss the outcome of the final report given the complexity of the discussions and level of committee interest.

Chris Mooney and Amanda Irwin left the meeting at 7.30 pm

6. SUB-COMMITTEE ROUND UP AND STAFF BULLETIN

Committee noted receipt of the previously distributed Round Up and Staff Bulletin.

7. HR UPDATE

i) HR Update

Committee noted the content of the previously distributed report. Lindsey highlighted the following:

There have been 11 vacancies since October 2024. Vacancies offer development opportunities for existing staff. Half of the vacancies have been filled.

The Blue Light card initiative has been well received by staff and most staff have been successful in their applications.

The HR focus for the coming 12 months is on addressing priorities raised at the Business Planning Day including development of learning matrix, staff focus groups to improve internal comms and reviewing and updating HR policies.

ii) Recruitment and Selection Policy

Committee noted the content of the previously distributed report and draft policy.

Lindsey highlighted that the overall purpose of the policy is to provide a consistent approach to recruitment which is compliant with Equality Diversity and Inclusion Policy.

After discussion, Committee **approved** the Recruitment and Selection Policy with a committee member's request for greater clarity on retention of successful candidates' personal data to be incorporated by the HR Manager.

Lindsey advised that an Equality Impact Assessment will be brought to the June Management Committee meeting.

Lindsey left meeting at 7.40pm

8. LEGAL AND REGULATORY UPDATE: SHR, OSCR, SCOTTISH GOVERNMENT

i) Notifiable Events and Annual Report

Committee noted the content of the previously distributed Notifiable Events (NE) log for 2024/25. Chris R advised there are currently three open NEs. Two are related to disposals previously approved and the third is a closed session matter.

ii) NGHA Engagement Plan

Fraser distributed the recently issued SHR engagement plan for the Association. It was noted that the SHR are engaging with the Association on its ongoing development plans, and that they require an up update of the Association's development programme by 31st October 2025.

iii) Update

Committee noted the content of the previously distributed report and appendix.

Chris R noted under item 4.2 of the report, that a form is being devised to collect all relevant personal information in relation to new OSCR requirements and will be issued in due course.

Fraser added that GWSF had received a detailed response letter from the Convener of the Local Government, Housing and Planning Committee on the recent views raised on the role of the Scottish Housing Regulator.

It was noted that there were significant concerns with SHR's approach to takeovers of smaller housing associations. Overall, the response was a good outcome for community based housing Associations.

Fraser will circulate the link to committee members for their information.

9. GOVERNANCE UPDATE

i) Update

Committee noted the content of the previously distributed report.

The Employer role training session date was confirmed as Tuesday 13th May from 6.00-7.30pm.

It will be confirmed when committee members are signed up to SHARE's e-learning platform and recommended governance training sessions will be highlighted to members.

ii) Management Committee Diary 2025/2026

Fraser circulated the Management Committee Diary for 2025/2026 along with 2 x 6 monthly calendars which have further details noted e.g. training, business plan day. The Development and Wider-Action Sub-Committee meetings will continue to be held on the same evening.

It was agreed that committee would revert to Office Manager, if there are any issues with the proposed Management Committee Diary. It was approved that additional meetings should be held as necessary where there are subjects that require more in depth consideration.

iii) Management Committee Privacy Notice

Chris R advised that the notice is to increase transparency for Committee members on how their data will be used and shared by the Association. Committee **approved** the Management Committee Privacy Notice.

10. BUSINESS PLAN UPDATE

Committee noted the content of the previously distributed report and appendices.

Fraser noted his appreciation to everyone for their hard work and contributions to the recent Business Planning morning which had proved very useful.

A discussion took place about the proposed vision statement of Big Enough to Make a Difference, Small Enough to Care. It was agreed, in principle, that this can be used as a strapline but the important message which needs to be front and centre of the strategy is community ownership.

The Committee **approved**:

- The adoption of vision of strapline – Big Enough to Make a Difference, Small Enough to Care
- The key points made at the Business Planning Day are appropriately reflected in the Business Plan.

11. NGPM RENT INCREASE

Committee noted the content of the previously distributed report and appendices.

Gregor introduced the previously distributed report and appendices and ran through the proposed 3.2% increase for all 63 mid market rent properties highlighting that it was 0.5% higher than the 2.7% applied to the NGHAsocially rented stock.

Gregor advised that the reason for this is that following a few years of legislative constraints on private sector rent increases by the Scottish Government the MMR rents have fallen behind and this needs to be recovered.

It was noted that NGPM board considered and approved the rent and service charge increases at their 10th March meeting.

A committee member queried why the rent increase was 1st August and not the same as NGHAs rent increase which takes effect on 1st April. Gregor explained that The Scottish Government's, Cost of Living (Tenant Protection) (Scotland) Act 2022 remained in place up to and including the 31 March 2023. Considering this legislation landlords were not able to provide adequate notice of any increase to MMR tenants to take effect on 1 April, therefore, the earliest a rent increase could be applied was 1 August. Therefore, we are now required to increase the MMR rents in August every year, which is out of cycle with our socially rented stock.

It was explained the date had been changed due to emergency legislation that was introduced in 2022 temporarily freezing private, social, and mid market rents.

Committee **approved**:

- the NGPM Board recommendation of a rent and service charge increase of 3.2% for all midmarket rents as of 31 August 2025
- the NGPM Board recommendation to increase the NGHAs lease charges by 3.2%.

12. DISPOSAL: LEASE TO SCOTTISH POWER

Fraser explained that a 175-year lease for the erection of a substation by Scottish Power had been **approved** by Office Bearers through email (email attached to previously distributed report). This was to allow the provision of new substation as soon as possible ensuring no interruption to the provision of power to those the current substation serves, and to allow it to be taken forward under demolition contract. It was highlighted that the requirement for a new substation was to reduce risk of damage to substation during blowdown and reduce limitations on layout of new development at Caledonia Road.

Committee **ratified** the Office Bearer decision sought due to urgent requirements.

Committee were advised that the granting of the lease will be entered onto our Disposal Register and notified to the Scottish Housing Regulator.

13. EVH SALARY PROPOSAL

Committee **noted** the content of the previously distributed report and appendix.

After discussion about how the proposal aligned with Business Plan projections, the Committee **approved** the salary increase as recommended by the Finance Sub-Committee.

14. AFFILIATION FEES

i) Positive Action in Housing

After discussion around the types of support they can provide, Committee **approved** the proposal to renew the Association's affiliation to Positive Action in Housing.

15. HEALTH AND SAFETY MATTERS

i) Asbestos Management Plan

Committee **noted** the content of the previously distributed report and changes made as result of recommendations from the Scottish Social Housing Safety Network's asbestos specialist.

Committee **approved** the updated plan for 2025/26.

16. COMMUNICATIONS UPDATE

i) Update

Committee **noted** the content of the previously distributed report and appendix. Chris R highlighted that MyNewGorbals is due to be launched first week of April and will be heavily promoted by all staff, while website is due to be launched between 22nd and 24th April.

A committee member asked how the community notice boards will be used for promotion and information in the area and Chris R advised that she discuss this with the Communities team and ensure that it's included in the Communications Strategy.

ii) Communication Strategy Update

Committee **noted** the first draft of the Communications Strategy will be brought to the June meeting.

17. A.O.C.B.

i) Insurance Renewal

Fraser highlighted that insurance renewals negotiations were still ongoing. There has been a significant increase of 35% in our current insurer's renewal price. The best bidder has a 30% increase on last year's costs.

After discussion, Committee **approved** to grant Office Bearers approval to accept the deal of broker recommended by The Director and Head of Finance.

ii) Carbon Neutral Strategy

Fraser advised that a one topic meeting on the development of the Association's Carbon Strategy would be arranged for Management Committee once he has identified an appropriate expert to advise the Association.

iii) 50th Celebration of first registered housing association

There is a Glasgow and West of Scotland Forum of Housing Association (GWSF) event taking place on Tuesday 29th April to celebrate the 50th celebration of first community based housing associations.

Fraser advised he had been asked to give a short presentation at the event and that there were spaces available for Committee members to attend. Committee voiced support for the event and approved the Director presenting at the event.

iv) Laurieston Archway

A committee member asked about the status of the traffic lights at the Laurieston Archway. Fraser will follow this up with Head of Development and report back.

There was no further business, and the meeting closed at 8.13pm